

The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



May 1938

SCHOOL OF SOCIAL WORK
University of Illinois
Henry Pier, CHICAGO

Children's Bureau Policies on Training
Mary Irene Atkinson

Human Aspects of the Relief Problem
Samuel A. Goldsmith

Delegate Conference Program
Nominations for Officers 1938-39
Education for Social Work
Public Welfare Personnel
Health and Invalidity Report
Outline of Association Position
Spending the National Dues-Dollar

Volume XIX Number 8

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WE are indebted to the U. S. Children's Bureau for permission to use the article on page 5 outlining the bureau's policies in respect to training. The March issue gave COMPASS readers the *Report of the Division of Technical Training* of the Social Security Board, Bureau of Public Assistance.

THE 1938 Delegate Conference preliminary program, as drawn up by the Committee on Conferences (on page 3), projects an interesting series of meetings built around discussions of Association aims, objectives, policies, programs and structure.

THE picture-graph on page 27 shows how the national dues-dollar is spent. The June issue will bring you another descriptive account of Association expenditures—as divided between various committees, divisions, activities and programs.

THE Division on Government and Social Work drew up the Outline of the Position of the Association in Respect to Governmental Employment, Assistance and Social Insurance Programs on page 22. Extra copies are available to chapters for distribution in local areas.

THE Report of the Nominating Committee and Nominations for Officers and Committee Members 1938-39 is designed to help members in their choice of candidates. Ballots will be mailed out June 4.

SEVERAL members have taken advantage of our offer to send sample copies of THE COMPASS to interested individuals. We repeat the offer. Send us the name and address of anyone you feel should know about THE COMPASS—a sample copy will go forward from our office. Non-members may subscribe, as you may know, at the nominal rate of \$1.00 per year.

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1938 Delegate Conference Program

Policies, Program, Structure and Division Reports Will Come Up for Consideration

PRELIMINARY plans for the Delegate Conference as outlined by the Committee on Conference Program are as follows:

FRIDAY—June 24

Morning and Afternoon Sessions—10 AM to 12:30 and 2 to 5 PM

Summary of reports of the Officers, Executive Committee, Committee on Conference Program, Committee on Chapter Organization and Programs, and Special Committee on Structure and Participation.

It is planned that Conference members will have full opportunity to read the reports prior to the Conference, leaving the sessions free for the summaries, and for discussion by the Conference.

While the reports of committees and special questions for discussion are not yet available, the reports are expected to bring up for discussion such questions as:

1. The purpose and function of the Association.
2. The kinds of program and projects which can be most usefully undertaken by an organization based on selected membership and personnel standards.
3. The problems involved in chapter organization and activities.
4. The way in which the activities of the national Association are related to the interests of chapters and members.
5. Proposals regarding field work, national committees, modifications of structure of the Association, etc., to see in what ways parts of the Association separated geographically can be linked together more closely.

It is expected that this discussion will give the Conference an opportunity to consider all the broad policies on which the Association's program is based and to take action with respect to those policies; to review its structural strengths and weaknesses. Included in the Executive Committee decisions which would be up for discussion would be its development of the program in general and through special projects; the assignments to committees and to the staff; and financial and budget matters.

In general the purpose of the session is to secure as broad understanding and participation as possible on the part of members and chapters of the general policies which govern the administration of the Association.

Evening Session—7:30 to 10 PM

THE PROFESSIONAL SOCIAL WORK RELATION TO GOVERNMENTAL WELFARE MEASURES

Summary of the report of the Division on Government and Social Work and discussion by the Conference. This would include presentation and discussion of the "Outline of the Position of the American Association of Social Workers in Respect to Governmental Employment, Social Insurance and Assistance Programs," published in this issue.

SATURDAY—June 25

Morning Session—10 AM to 12:30 PM

THE MEANING OF PROFESSIONAL STANDARDS

Reports from the Division on Personnel Standards, the Division on Employment Practices, the National Membership Committee, and the special Committee on AASW Personnel Project are expected to have previous circulation as a background for this session. Discussion will center around the major questions involved in professional standards, such as:

1. The responsibilities of a professional association for the definition and interpretation of the functions of the social worker in welfare services.
2. The relation and responsibility of the AASW to the support and development of professional education.
3. What are some of the areas of professional education and training for the job in the planning and development of which the membership of the Association finds itself involved.
4. The relation of these basic factors to problems current in the field, such as: state and local residence requirements; the question of special orientation for rural social workers; the question of inaugurating new schools, graduate and

undergraduate, in state universities; in-service training and staff development, evaluations and rating scales, merit system procedure and examinations; etc.

5. What are the professional concerns about the ways in which agencies set up staff and working conditions; the provisions for retirement; the handling of grievances; the responsibilities of the social worker for professional performance.

Afternoon Session—2 to 5 PM

Further discussion of the morning Program.

Report of the Committee on Resolutions.

Evening Session—7:30 to 10 PM

(Open to all members of the Association)

Brief Summaries of the Previous Conference Sessions.

A paper on professional education for social work.

A paper on social work and its need of professional practice.

Members of the Committee on Conference Program are:

Peter Kasius, <i>Chairman</i>	St. Louis, Mo.
Robert W. Beasley.....	Denver, Colo.
Mrs. Irene F. Conrad.....	Houston, Tex.
Elizabeth H. Dexter.....	New York City
Mrs. Elinor R. Hixenbaugh.....	Columbus, Ohio
Mrs. Edwina M. Lewis.....	Chicago, Ill.
C. Whit Pfeiffer.....	Kansas City, Mo.
Rose Porter.....	Salt Lake City, Utah
Reuben B. Resnik.....	San Francisco, Calif.
Clare M. Tousley.....	New York City
Esther E. Twente.....	Topeka, Kan.

1938 Delegate Conference

Seattle, Washington

June 24 and 25

Canadian Conference on Social Work Scheduled for Vancouver, B. C. June 21st to 23rd

Dr. H. M. Cassidy, president of the Canadian Conference on Social Work, to be held in Vancouver, June 21st to 23rd, has issued a cordial invitation to social workers in the United States to attend the Canadian conference. Dr. Cassidy and members of the committee on arrangements point out that Vancouver is only one hundred and fifty miles north of Seattle and social workers attending the National Conference from eastern states can secure round-trip tickets through Vancouver at no extra cost.

Social workers from the United States who are expected to participate in the Canadian conference are Grace Abbott, Helen Hall and William Hodson. Information regarding the program or transportation can be secured from George F. Davidson, Conference Secretary, Vancouver Council of Social Agencies, West 10th Avenue, Vancouver, British Columbia.

Facts About the Association

The AASW constitution was adopted June 28, 1922 at Providence, Rhode Island, at the first annual meeting of the Association held during the sessions of the National Conference of Social Work. C. C. Carstens, now executive director of the Child Welfare League of America, was the first president.

▲

The Directory of Members, published in 1936, revealed that 1215 of the members who supplied biographical data (approximately half of the membership submitted such data) held advanced academic degrees, of which 150 were Ph.D.'s.

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Approximately 200 requests for copies of the survey of the 1938 relief situation have been received by the national office since the release of that study on March 21. Among the lists of requests are those of public libraries, universities, the American Institute of Public Opinion, and governmental agencies.

▲

How many of our present members know why an organization of social workers chose a maritime insignia (*The Compass*) as the title for their publication?

▲

The National Executive Committee is scheduled to meet May 20-21 in New York.

Children's Bureau Policies on Training

An Outline Based on a Recent Memorandum
To State Directors of Child Welfare Services
By Mary Irene Atkinson

IN the majority of States the public welfare administrative structure is now taking shape so that the State staff can give careful consideration to the question of planning a child welfare training program which will have sequence and permanent value. It has been necessary to proceed slowly with plans for training in order that the States could determine their needs in the light of whatever reorganization became necessary as a result of new legislation.

The training problems in the program of Child Welfare Services are necessarily somewhat different from those in the program of Public Assistance. The number of workers employed in Child Welfare Services is considerably less than the number employed in the field of Public Assistance and the work involves services to children in need of special care, and does not include maintenance grants paid in part by the Federal Government.

Although resources and problems will vary from State to State and each State will have to take into account the present status of its Child Welfare program in determining the next steps to be taken, there appear to be a few general policies that should prevail in the training programs of all of the States insofar as these programs relate to workers in the child welfare field.

In preparing this memorandum regarding policies, we have given careful consideration to the material on training as submitted by the various States and the experience gained during the past eighteen months. The procedures followed by the States thus far include:

1. *Educational leave* for qualified persons at recognized professional schools of social work.
2. *Training of staff* through intensive supervision.
3. *Establishing training centers* in a few instances where staff has been assigned for intensive training under a competent supervisor. In some cases such training centers have also been affiliated with schools of social work and are available for students.
4. *Arranging institutes* for the purpose of orientation.

1. Educational leave.

Under the first heading, educational leave, there are certain factors which should be considered. These are:

- a. The number of persons selected by a State for educational leave during any one year should have a relationship to the total amount of money available for child welfare services; the total number of child welfare service workers on the staff; and practical considerations as to provision for carrying on necessary functions during the absence of workers.
- b. The person selected should be a member of the staff at the time he is granted educational leave.
- c. The minimum length of time for educational leave of each student should be one quarter or one semester. The maximum leave should ordinarily not exceed two quarters at any one time. There may be situations where, for special reasons, a State may prefer to have a smaller number of workers in attendance at an approved school of social work for a longer period of time, although too extended a period of leave is inadvisable as it breaks the continuity of the program.
- d. In the selection of students for educational leave it is preferable to consider only those workers who have had at least one quarter or one semester in a recognized school of social work; and experience as a paid worker on the staff of a children's agency, a family agency, or a relief agency. In addition to this, all States will, of course, want to recognize that factors such as physical health, personality, attitudes, and interest in work with children, are important items to be

considered in the selection of students. Persons under 21 or over 35 should not, ordinarily, be selected unless, in the case of those over 35, the person has been engaged in related fields of social work and has a satisfactory vocational record and unusual personal attributes.

- e. It seems preferable that in the majority of cases Federal funds for educational leave should be used as supplementary assistance for students unable to finance themselves entirely for further training. While the amount allowed for educational leave will vary from State to State, the maximum amount should not exceed \$110 per student per month regardless of salary base at the time leave is granted.
- f. There should be an agreement worked out between the State Supervisor of Child Welfare and the student in regard to the student returning to the State from which he receives his educational leave. Whether or not a student returns to the county from which he came, will be, of course, entirely at the discretion of the State Department of Child Welfare and the student himself.
- g. A State may wish to use the services of a student who has had additional training in a supervisory position; or as a county worker, in some cases with increased salary, to encourage the employment and the retention of professionally qualified persons in rural areas.
- h. It is not the responsibility of the State or Federal Government to prepare students for membership in the American Association of Social Workers or to make a selection of a particular professional school of social work for the student. If the selection of students and the length of educational leave are in accordance with suggested standards, the student will inevitably be eligible for junior membership in the A.A.S.W. If care is given by the student to planning his work with the thought of where he can get the best field work in children's agencies, the selection of the school of social work will be determined in part by this factor.
- i. The State Supervisors of Child Welfare will, of course, wish to keep in touch with the progress of students on educational leave. It is suggested, therefore, that the State supervisor take the initiative in conferring with the schools of social work to which students have gone.

Occasionally it may appear to a school of social work that a mistake has been made in the selection of a student. This might be so even though the greatest care has been exercised by the State in the selective process. If such cases occur and the State has been keeping in close touch with the school of social work, an adjustment can be worked out between the school and the State administration which will do the least possible harm to the student in question.

2. Training through supervision.

The device of training through the process of intensive supervision has been developed because of the need for some plan of further training of local supervisors and workers already on the job who need additional instruction in order to improve their competency in the child-welfare field.

The plan of training persons on the job through intensive supervision is possible only when the administrative set-up permits employing a sufficient number of qualified supervisors. Where this has been done it has been found to be a satisfactory method of materially improving the work of the staff. In some States where it was impossible to obtain enough competent workers within the State, outside persons have been brought in as child-welfare consultants and training supervisors. These persons go into the counties for varying periods of time to work with supervisors and staff members, using as teaching material current applications and case records, and local community situations. In counties where there is only one worker the training supervisor or consultant works directly with the one staff member responsible for all phases of the program. This service supplements what the regular field supervisor is able to do and both the field supervisor and the State director participate in planning for the best utilization of the special consultant's or training supervisor's time.

3. Training centers.

Because of the difficulty in obtaining qualified child-welfare staff to develop rural services to children, a few training units have been established. The primary objective of these units is to afford workers an opportunity for obtaining experience in rural field work with children and their families.

It seems desirable that in localities where it is possible, these units work in cooperation with an approved school of social work in order that workers from the staff who are given educational leave may have both theo-

retical instruction and practical application of this knowledge. The schools may also use such units for field work for a small number of their students who give promise of fitting into a rural child-welfare program.

Under this arrangement the supervisor of the training unit, who is a member of the child-welfare staff of the State Department of Public Welfare, works closely with the supervisor of field work for the school.

Many factors have been given consideration by States embarking on this type of training program; among them, the need to provide continued service and follow-up for the cases during the period of shifting in student groups; selection of the community with regard to its needs and resources; proximity of the unit to the school and equipment for transportation of students for field work.

4. Institutes.

An institute is technically defined as a gathering of persons having common vocational or professional interests for the purposes of instruction and mutual assistance. Institutes that are carefully planned and well directed constitute one method whereby child-welfare workers having a similar level of training and experience may acquire additional competency.

When circumstances make it necessary to employ a large number of somewhat inexperienced persons, the institute method is useful as a means of instruction and orientation in the general objectives of social work; and for instruction in methods and procedures for the immediate job. One of the natural limitations of an institute, of course, is that no field work is possible.

An instructor should be selected who knows the content of the child-welfare field and is experienced in the practical application of theoretical knowledge. She must, under varying circumstances, be able also to develop new material spontaneously in accordance with the needs and desires of the group and to present it in a sound and stimulating manner.

In the past, because of lack of training facilities, this method of "learning on the job" was necessarily an acceptable one, both in the fields of teaching and of social work. Whatever its value, it is now recognized that it does not constitute professional training, nor is it a substitute for such training. Neither is it a substitute for intensive and skilled supervision of workers as a definite part of the administrative procedure of an organization.

Federal Probation

The April issue of *Federal Probation*, quarterly publication of the Bureau of Prisons, Department of Justice, edited by Eugene S. Zemans (AASW), contains several articles of interest to social workers.

A limited number of copies of the publication are available and will be furnished without charge to interested individuals as long as the supply lasts, Mr. Zemans writes.

Significant is the following excerpt from an article entitled "Minimum Standards for U. S. Probation Service," over the signature of Homer Cummings, Attorney General.

"... In view of the technical nature of the duties of probation officers, and the preparation and training necessary to fulfill adequately the requirements of such positions, the following minimum standards for the selection of probation officers are promulgated for the guidance of all concerned:

(a) They should be citizens of the United States.

(b) They should be graduates of a college or university of recognized standing or have equivalent practical training in probation work or in an allied field. One year of study in a recognized school of social work may be substituted for two years of college training.

(c) They should have had at least two years full-time experience in probation work or two years full-time experience as a case worker in an accredited professional family service agency or other social case work agency, or equivalent experience in an allied field.

(d) They should not have reached their fifty-third birthday.

(e) They should have a personality which will inspire confidence and enable the officer to secure the cooperation of those under his direction and secure the respect and trust of the court. They should have a good reputation in the community from which they come and their previous record for temperance and integrity must be such that the good order and discipline of the probation service will not be brought into disrepute.

(f) They should be in such physical condition that they can pass an appropriate physical examination given by a representative of the United States Public Health Service and meet the physical standards prescribed by that Service. . . ."

1938 DELEGATE CONFERENCE

SEATTLE, WASHINGTON

JUNE 24 AND 25

Public Welfare Personnel Data

Special Committee Reports Progress. Recommends Continuation of Project.

By Robert T. Lansdale

RECONIZING that special attention needed to be given to the problems of personnel in the public field, a Sub-Committee on Personnel Standards in Public Welfare was appointed in January to explore the possible activities of the Association in this area and to make recommendations for projects to be undertaken in the future. The purpose and membership of the sub-committee were announced in the February issue of THE COMPASS. This article is a summary of a report of the chairman of the sub-committee to the executive committee.

The sub-committee has had one meeting to which several consultants were invited and the chairman has given three months to the organization of material on public welfare personnel in the national office and to an inquiry regarding the best methods of handling data needed by the AASW and its chapters. Civil service announcements and standards from other merit plans have been classified according to types of positions covered. A beginning has been made in coordinating the activities of the AASW in the field of public welfare personnel with official bodies such as the Social Security Board and Children's Bureau and with national agencies such as the American Public Welfare Association, the Civil Service Assembly, the American Association of Psychiatric Social Workers, and the American Association of Medical Social Workers. Service has been given to a number of chapters faced with immediate problems of public personnel. Several study projects have been started or encouraged and much existing material on personnel administration has been brought together for use as chapter reference material.

For the future, the types of activity which the AASW can undertake in the field of public welfare personnel are three: research, social action, and service. Each of these may be discussed in relation to the committee structure of the Association.

Research—The AASW does not have resources for any extensive research program. Public personnel bodies, however, are with greater and greater frequency referring to chapters of the Association problems of professional content which the organization cannot dodge. At the moment, these problems are chiefly directed at the content and criteria of professional competence. More specifi-

cally, personnel administrators are seeking help from the Association in determining the best ways to evaluate professional content through examinations and to rate professional performance through rating systems. The form and technique of examinations and rating scales are matters for personnel experts; the content is the concern of the profession of social work. The sub-committee believes that these problems should be considered by the Division on Personnel Standards and, in fact, that division had already undertaken the stimulation of several study projects in this area before the sub-committee came into existence.* The sub-committee recommends that these research enterprises should be continued and extended.

Social Action—Issues involving personnel standards in public welfare programs are fitting subject matter with which, on a national level, the Division on Government and Social Work should deal. This division has recognized this responsibility as shown in its recommendation for a federal program.† Social action on a local or state level must of necessity be undertaken by local chapters and state councils. This latter consideration points to what seems to be the most important field of activity in regard to public personnel for the national office in the near future.

Service—Scarcely a week passes but what the national office receives a request from a chapter for help on some matter involving questions of public welfare personnel. The chapters need assistance either when they have decided to undertake a study program in the area of civil service and merit systems

* See THE COMPASS, April 1938, pp. 12, 13.

† See THE COMPASS, April 1938, p. 10.

for social work personnel, when they are seeking to influence the standards of personnel administration in the public social services in their territory, or when they have been called upon by a personnel agency to give advice or consultation. It is the belief of the sub-committee that herein lies a field of immediate service in which the national office should continue and extend its efforts.

Briefly, the national office needs to have at hand for the use of the chapters material such as the following:

- (1) Standard classification plans for social work positions in public agencies.
- (2) Standards recommended by chapters for social work positions in cities, counties, and states.
- (3) Examples of the best standards so far achieved in states and localities both under civil service, departmental merit plans, and informal merit systems.
- (4) Selected bibliographies for use of chapter committees on topics in the field of public personnel standards and administration.
- (5) Reprints of the best available material on such topics as civil service and social work, oral examinations, written examinations, merit rating schemes, etc.
- (6) Reports on successful procedure used by chapters in achieving a constructive working relationship with public personnel bodies.

In addition, the national office should continue to encourage individuals, groups, and chapters to engage in any research or study which will increase the knowledge of the profession in any aspects of the public personnel problem. The national office should also continue its efforts to stimulate recruiting through the chapters for the public social services.

The sub-committee has already made considerable progress in organizing and assembling material under the categories listed above. Much remains to be done and the resources of the Association will not allow for this work to be handled fully as a staff enterprise. It is, therefore, recommended that the Sub-Committee on Public Welfare Personnel be continued as a special committee for the coming year to carry on and extend the program which it has undertaken to date.

Transient Committee Seeks More Specific Mention of Non-Resident Needs in AASW Statement

The following communication was received from the Committee on Care of Transient and Homeless:

Criticism is often levelled at a broad general program because the program makes no specific mention of the objector's favorite interest. Often the general nature of the program precludes attention to such particular interests. Bearing this in mind and realizing that the objection may be raised in opposition to this statement, still we feel that we are justified in asking for some clarification of the ten point program of objectives recently adopted by the Division on Government and Social Work of the American Association of Social Workers.

It is true that our particular interest is with the transient, migrant or non-resident person and family. The denial of assistance to these people on the ancient ground of legal settlement is sufficiently important to merit every effort we have made to call attention to the need for remedial action.

In questions of equality of treatment, it is not enough to say, "There should be equality." An "over-correction" must be applied. The need for "over-correction" is present in the transient problem. A minority group—passed-on continually by local communities—denied assistance because of the barrier of settlement—non-residents require particular attention if they are to be assured inclusion in a welfare program.

At certain points in the statement of the Division on Government and Social Work, mention is made of the non-resident, but in the one part which will probably receive the most attention, namely, the recommendation of grants-in-aid for general assistance—the fourth category—he is entirely forgotten.

Such grants-in-aid as recommended probably would be contingent upon the acceptance of a state plan by the Federal authority. There is no requirement that the state plan must provide for adequate assistance to non-residents, if it is to meet with Federal approval.

Notice should be taken as well of the need to include the non-resident in the vocational, employment, and health programs. He will not be there when the roll is called unless the orders call for his presence.

The employment service particularly should provide for the non-resident, employable person and the migratory worker. The migratory laborer requires direction and guidance. Nationwide and regional information about job opportunities is necessary. The present aimless wandering in search of a job should be supplanted by adequate information and direction provided by Federal and State employment services.

We may be guilty of over-particularization of a general program but the conditions now faced by non-residents require such action. Before the public will appreciate these conditions and recognize the problems involved in the fluid nature of the American population, social workers themselves must call for such recognition.

Human Aspects of the Relief Problem

Men, Women and Children Emerge When the Billions are Translated into Human Values

By Samuel A. Goldsmith

THE heart of the relief problem is not its financing, but the people who are on relief. This is a phase of the subject that has received scant attention, not only from legislators and business men, but also from the professional physicians and social workers who are at work on the problem. All have emphasized money, hunger, revolution. Very few, if any, have emphasized the human aspects and the type of civilization that is being inducted into our great cities by the huge populations that are on relief.

In the four-year period—1934 through 1937—there were 285,899 different cases (families) on relief in Cook County. According to the 1930 census, there were 988,923 families in Cook County. In other words, during the four-year period, 28.9 per cent of the families in Cook County tasted of the bitter or, if you will, the numbing cup of community dependency. Almost a million people were involved in this number on relief. The number estimated is 943,467.

Stated this way "a million people," the figure is almost meaningless. One must ponder on the fact that, including Chicago, there are but five cities in the United States that have more than a million people. Only New York, Chicago, Philadelphia, Detroit and Los Angeles had a greater total population in 1930 than the population that, during a four-year period, experienced relief administration in Cook County. Continuing the comparison, the number of people on relief was actually greater than the total population of Baltimore, or Boston, or Pittsburgh, or St. Louis.

Maintaining a City

Even if one considers the 100,000 families now on relief, which roughly represent 350,000 people, and certainly if one adds that part of the relief population currently on WPA, there is now a greater population on relief in Chicago than the total population of Indianapolis or Kansas City.

Naturally, the monies spent on relief (\$28,780,159.40 by the Chicago Relief Admin-

istration alone last year) have a tendency to overwhelm the average citizen. Mr. John Public—even when he does not feel the pinch of taxes for relief purposes—is inclined to think of them only as sums so large that he either tends to be numbed into forgetfulness or excited into blind rebellion.

It is necessary for the business man to understand that what is being attempted here is to maintain a huge city of people on a basis of their living through this crisis in their lives, so that they might survive as decent Americans.

It is an unfair comparison, as most comparisons are, and yet one is tempted to ask the business man and the citizen to think of the fact that cities like Kansas City and Indianapolis have retail expenditures that amount to five to eight times the total spent on relief for a similar sized population here in Chicago. In other words, the average great metropolitan community spends a great deal more for living, and should, than our community spends on helping its relief population to survive decently.

And well over 90 per cent of the people in the relief population of Chicago are American citizens. Some of these may have only their first papers; but we are not dealing with any large proportion of aliens. We are dealing, quite on the other hand, with people who themselves and through their children, and because of their numbers (a million people in four years), have a very appreciable voice in determining the government of our city and our state, now and into the future.

Human Aspects of the Relief Problem, by Samuel A. Goldsmith, executive director of The Jewish Charities, Chicago, first appeared in "Commerce," Chicago monthly business publication. We thought it worth reprinting and sought permission to reproduce it here. We thank "Commerce" for this courtesy.

The Children

No matter what the attitude may be toward adults on relief, the vast number of children in the relief population gives us great pause.

Among the million people who have been on relief during the last four years, 435,882, or 46 per cent of the total, were estimated to be children under 21 years of age. Three hundred and eighty-five thousand eight hundred and seventy-eight, or almost 41 per cent, were under 18. Those under 18 are obliged, under our various laws, to stay at some kind of schooling. They are not yet, in the sense of our laws, fully prepared to embark upon independent lives and livelihoods.

Here lies the future of our city. This huge number are children like any other children, with needs for well integrated home life; for the ministration of religion and religious education; for a general education; for preparation for courageous and decent living, and preparation for what we call good citizenship. Are they or can they get it under the peculiar civilization that is known as living on relief?

Delinquency and crime do not arise out of poor neighborhoods solely because wage earners live in such neighborhoods. It isn't as simple as all that. They come out of situations; situations primarily resulting from disorganized, broken homes; homes without tranquillity and decency.

And what are the relief (public relief) homes? They are homes of shocked people, or of demoralized people, or of inadequate people, who under the present circumstances are not securing that assistance from the standpoint of morale and guidance that all of us working in private charity—layman and professional alike, give to other families. So far as the children are concerned, certainly the standards of relief can never be too high.

Human Aspects

Let us look at certain other facts that condition the situation in these families. There is the matter of the amount of relief.

Many business men—they number into the low thousands—serve on the directorates of private non-sectarian or religious charities. If you merge the figures of the two large private family welfare organizations of Chicago, the United Charities and the Jewish Social Service Bureau, you will find that last year they spent on an average \$517.40 per family. Compared with this, the Chicago Relief Administration spent \$357.80 per family for the year. In other words the Chicago Relief Administration, for the same type of families,

and sometimes for families even more depressed, spent about 69 per cent of the amount private agencies, scrupulously supervised by business men and women and professional people, spent last year.

This means that certain very essential expenditures, including clothing and rent, and in some instances even food were at a much lower level than the citizens of the community already have determined as a decent level in their private charitable work.

Let us take two of these figures-rent and clothing.

It seems like a huge sum, the \$6,474,461 that the Chicago Relief Administration spent on rent last year, but think of the average number of families that were on relief during the year and you will find that this expenditure for rent averages about \$80.00 per family per year. You can't hold on to very good housing for that amount of rent.

Again it sounds like a huge sum, when you say that \$838,893.29 was spent for clothing by the Chicago Relief Administration in 1937. But again average it among the families, and it means \$10.00 per family per year for clothing. The Chicago Relief Administration cannot buy very much clothing for that.

Significance

And what in turn does all this mean? It means disorganized life. It means people moving from place to place or having to stay in inadequate and sometimes indecent housing. It means improperly clothed people, particularly improperly clothed children. Some of them can't go to school for lack of shoes and essential clothing. It means, in other words, disorganized life—children looking to parents, some of whom are disabled, and some not, who cannot control their economic or their social lives. It means children living in a civilization where inadequacy comes automatically, or where food and housing and other things come just because they come. This isn't the type of civilization that we are accustomed to or that we desire.

Probably two of the most uncivilized terms that can be applied to people are the terms "incurable" and "unemployable." The medical profession and social workers long since gave up that badge of helplessness which used to be applied to people who were chronically sick—"incurably sick." Human nature and the human mind and soul struggle against such death sentences. So, too, should the business men struggle against the opprobrium attached to dubbing people "unemployable."

As a matter of fact, a scrutiny of the people on relief reveals comparatively few, excepting those in advanced stages of mental or physical disease, who are really unemployable. True, in modern industry they may not be readily employable. But we only need to look at the record of what Western Electric, Standard Oil of New Jersey, the *Metropolitan Life Insurance Company*, the Ford Motor Company, and other large and some small corporations have done with handicapped or sick employees—the jobs that have been created, the processes into which they have been fitted, to know that industry itself does not believe that people are permanently unemployable.

To take a huge mass of people like 100,000 families and set them aside as unemployable is untenable. To let children grow up in families that are known as families of unemployables, is not only disheartening and uncivilized, but amounts to the creation of a social cesspool that can spread social as well as physical contagion throughout the community, and be a rotten core from which our own very civilization will suffer.

Fortunately, medical and social skill is daily being applied in making many of the so-called unemployable people employable and decent citizens.

Sickness

There is one other factor that I should like to discuss as affecting the people on relief. It is a factor that all those interested in medicine, professionally and otherwise, have long since recognized—certainly a factor that all those interested in the social welfare of the people have long since recognized.

There is a decided connection between diseases and social and economic conditions, such as income, employment status, occupation, housing, and education.

The United States Public Health Service, during the year 1935-1936, beginning in November of 1935, made a study of almost 800,000 families, including a little over 2,300,000 persons in 81 cities. The study concerned the frequency of illness among these people which disabled them for a week or longer. In the study were included 38,501 families from Chicago, of whom 5,005 were on relief. The results, as indicated, were what many people suspected and felt they knew, namely—that the frequency of illness is highest among the poor.

This study showed that those on relief had 57 per cent more illness, both chronic and acute, than appeared among the group earning \$3,000 a year or more—37 per cent more

acute illness, 87 per cent more chronic disability. Those people earning \$1,000 a year, or less, experienced an illness rate lower than the relief population, but still 17 per cent higher than those earning \$3,000 a year or more. It is important to note that relief cases were, on the other hand, more frequently hospitalized, being hospitalized at the rate of 63 per thousand persons, while persons in families earning \$3,000 a year or more were hospitalized at the rate of 45 per thousand persons.

In essence, therefore, we are dealing with a population on relief, among whom the factor of illness appears much more frequently than it does among people who are not on relief, particularly as compared with people of modest incomes.

Human Side vs. Dollar

Here then, we have in the administration of relief an operation that requires many millions of dollars. That, superficially, seems to be a huge and extravagant expenditure, but is an operation in Chicago that affects a number of people as large as the total populations of metropolitan centers like Indianapolis and Kansas City. Over a period of four years, it has affected a million people—more than the total population of any city in the United States, excepting the five largest cities.

It is a population that lives in a peculiar, if you will, enervating civilization—a population that contains a great number of children. The factors of morale, of physical care, of stability, decency, schooling, preparation for good citizenship, are tremendously important. It is a population that even governmental groups have labeled "unemployable"—in a sense, a surplus population.

Huge as the expenditure may seem to be, the question that we must ask ourselves is—What price civilization? What price living in Chicago, not now, but in 1945 and in 1950? What of the future? Is there hope?

The answer, if we have courage, if we have love for our community and for mankind, is that if all the professions that are always involved in dealing with these problems, namely—the legal, the medical, the social work professions—continue to join hands, as they have, with the economic and business and other interests, the problem can be solved with skill, with patience, with sufficient funds. The unemployable, in the main, can be made employable. Children can be reared to decent citizenship. Our community can remain a blessing to civilization.

Education for Social Work

A Discussion of a Pertinent Current Question
By Walter West, Executive Secretary

BASIC interests of social workers are brought up in the questions about education for social work which are under discussion by the various organizations of state universities and land grant colleges. These are questions about graduate and undergraduate training stimulated by needs of the public welfare field, and by the interest of some institutions to organize training facilities at a level different from the present accepted standards.

It is not, however, the pressure of these discussions which would throw the social work personnel standards out of kilter. There has been no balance since the expansion of public relief and security services began a few years ago. The influence of present standards which has been based on the AASW membership and on those of the American Association of Schools of Social Work has been profound during those years. This influence has afforded a reference base for personnel selection which would have been totally chaotic in its absence.

During all this time, however, the development of standards has been faced by enormous difficulties represented by lack of popular knowledge of what is involved in social work, and by the great discrepancy between the numbers of workers needed and the number who could qualify under the standards in use.

Entrance into this situation by the university groups poses such questions as these for social workers:

1. Should tax-supported state universities take the initiative in developing

a training program for tax-supported public welfare programs?

2. Are state universities especially well informed on rural problems and better equipped to train for rural social work than urban schools, such as those in the A.A.S.S.W.?
3. Do state residence requirements add to the need for training in the state universities?
4. Should training facilities be developed in state institutions which have low costs for tuition, etc.?
5. Do salary scales in state and local public welfare programs warrant the outlay necessary for graduate professional education?

It also makes them conscious of the danger that far-reaching effects in depressing standards of service might ensue, if academic work took the place of education for a practice; if advantage were taken by the universities to offer an ineffective substitute for professional education without incurring the expense of adding qualified practitioners to the faculties; if undergraduate education of this type reduced the demand for graduate and professional education; if organizations of inferior training schools and of school graduates were formed to promote selection and certification at a reduced level.

These questions may indicate the importance of the professional education problems with which social work is faced, and has been for some time.

1938 Nominating Committee Report

Principle of Competence First Essential in Selecting Candidates for Ballot

By Betsey Libbey, Chairman

THE Nominating Committee held three sessions in Chicago: two on January 31, and one on February 1. The first two sessions were attended by the entire Committee. It was not possible for one member to be present during the third session, but all the nominations, with alternates, had been agreed upon in sessions when all members were present. Mr. West, ex officio, met with the Committee at all three of its sessions.

As a background for its work in the selection of nominees the Committee explored the major problems with which the Association would in all probability be concerned in the coming year. They appeared to be the following:

1. The program of the Federal government as it related to social work.
2. Personnel standards and matters of professional education.
3. Employment practices.
4. The structure of our professional organization, channels of communication, and opportunities for participation by the membership.

The second consideration was related to the problem of unity in the organization and how the Nominating Committee through its work could contribute to this. It was recognized that the problems of major concern to the Association and the factors contributing towards or militating against unity would be always shifting and changing. Therefore in emphasizing the current problems and issues the Committee tried to avoid the danger of a too narrow viewpoint by the balance of a longer perspective.

From the point of view of the major concerns of the Association in the coming year, it seemed important to nominate members who have had a recent active relation to a local chapter or national committees. Thus one would expect to find a relation through experience to current-day problems and a perspective on them through an active working relation to the Association.

The Committee felt that representation on a geographic basis was of more than usual importance this year—a viewpoint reinforced by an analysis of the membership of the American Association of Social Workers by states, territories, and foreign countries which

was prepared for the Committee by one of its members, Miss Mary Stanton. This analysis was of so much interest to the Committee that we wish to include a few facts from it.

SUMMARY OF MEMBERSHIP ANALYSIS BY STATES
(Figures taken from THE COMPASS, December 1937)

Number of states	Group	Number of members
1	Over 1000	1742
4	500 to 1000	3659
5	300 to 500	1892
13	100 to 300	2206
28	Under 100	911
* Foreign countries, Canada, and unknown addresses		22
		10432

By this table nearly 70 per cent of the membership is shown to be in 9 states and the District of Columbia.

The Committee recognized that in making its nominations with a view to geographic representation there was no assurance under present plans that those elected would reflect the regional basis on which the nominations were made. The hope was expressed that some plan might be worked out to insure the election of officers, Executive Committee, and Nominating Committee on some equitable base of geographical distribution.

Related to the desire to promote unity in the organization and to the Association's concern with one of its major problems, namely, the developments of standards of professional education, the Committee felt that another important factor in representation should be the nomination of members from the various fields of social work which are now making a contribution to a generic social work base.

* The District of Columbia is counted in the third group and Puerto Rico and Hawaii are in the fifth group.

As in other years, the Committee recognized that broadness and tolerance are essential qualities to be sought in nominees, and reaffirmed the principle of competence as the first essential for holding office in the Association.

In relating all of these issues to the question at hand—that of selecting nominees for the coming year—it was apparent to the Committee that there are a number of controversial areas at the present time. Therefore it seemed especially important in this particular year that our nominees be fair-minded people who are acquainted with the various points of view, both by reason of their experience and their geographical position. These considerations meant no departure from the principle of competence as the first essential for the holding of office but rather that competence in this year was defined as including the above.

The Committee concurred in the preference of last year's Nominating Committee for three terms for the Vice Presidents, Secretary, and Treasurer, and followed the precedent of a two year term for the President. In this particular year it seemed important to the Committee that the President should be chosen from the group which has had the closest relation to the administration of the national organization, namely, the officers and the Executive Committee. In nominating the First Vice President for the office of President, the Committee would like to make it clear that there is no wish on its part to start a precedent of moving from one office to another. In nominating the Second Vice President, the Third Vice President, and the Secretary for a third year, the Treasurer for a second year, and making a new nomination for the First Vice President, the Committee moved toward a plan of rotation so that all of these officers shall not change at once.

The Committee was thoroughly convinced of the advantage of completing the nominations at the sessions of the Committee rather than through correspondence. It was felt that by exchanging information and ideas at a meeting the Committee could come more easily to a balanced selection of nominees than would have been possible in a more limited exchange by mail.

Nominating Committee

FLORENCE HOLLIS, Cleveland
 ARLIEN JOHNSON, Seattle
 MARY STANTON, Los Angeles
 JAMES E. STUART, Cincinnati
 BETSEY LIBBEY, Philadelphia,
 Chairman

SUPERVISED PRACTICE PROCEDURE

Open Only Until Next October

The experimental supervised practice procedure for meeting the field work requirement for membership will be discontinued after October 1, 1938, by vote of the National Membership Committee. Under this procedure which has been operated experimentally during the past two years, candidates for membership may, under certain conditions, arrange to meet the field work requirement for membership through a specially arranged six months period of supervised practice in their own agencies. The procedure has been open only to candidates who have completed or are in the process of completing the course requirements for junior membership at a member school of the Association of Schools, and who are unable to secure field work under a school of social work because of geographical or other acceptable reasons. A plan for the six months period of practice must be worked out in advance by the supervisor and submitted to the National Committee for approval before the period of practice is begun. An evaluation is made at the end of the period to determine whether it can be accepted in fulfillment of the field work requirement for membership.

The procedure has not been widely used because of the difficulty of meeting all of the conditions. If there are chapters, agencies or individuals who are interested in inquiring further about the supervised practice plan prior to its discontinuance on October 1, 1938, it will be important for them to do so immediately. Plans may be submitted for approval between now and October 1 but cannot be considered after that date. This action was taken by the National Membership Committee under authorization from the Executive Committee.



According to the U. S. Department of Agriculture, 85 per cent of the farms in the United States have no electricity; 80 per cent have no kitchen sinks or drains; 94 per cent have no piped hot water; 91 per cent have no flush toilets; 92 per cent have no furnace heat; and 96 per cent have no gas or electricity for cooking.

—Facts for Farmers, October, 1937

Nominations for Officers and Committee Members 1938-1939

ELECTION of Officers, Executive Committee, and Nominating Committee will be held next month when ballots will be sent to all members of the AASW.

In accordance with the by-law provision, the Nominating Committee has submitted the following list of names. One nomination is made for each of the six officers; six names are submitted for three vacancies on the Executive Committee; two names for Chairman of the Nominating Committee; and eight names for the four other vacancies on the Nominating Committee.

Additional nominations are possible if made by petitions signed by 100 or more members. Such petitions should be sent to Leah Feder, Secretary, 130 East 22nd Street, New York City, to be received not later than May 28. Ballots will be mailed June 4.

Members of the Nominating Committee for this year are: Betsey Libbey, Philadelphia, Chairman; Florence Hollis, Cleveland; Arlien Johnson, Seattle; Mary A. Stanton, Los Angeles; James E. Stuart, Cincinnati.

OFFICERS

PRESIDENT—Harry Greenstein, Maryland

LL.B., University of Maryland; Special work, Johns Hopkins University; Executive Director, Associated Jewish Charities, Baltimore, 1928-; CWA Administrator of Maryland, 1933-34; State Relief Administrator of Maryland and Acting Director of State Department of Welfare, 1933-36; President, Baltimore Council of Social Agencies; President, National Conference of Jewish Social Welfare; Member, National Division on Government and Social Work, AASW, 1935-37; First Vice-President and Member, National Executive Committee, AASW, 1936-38.

FIRST VICE-PRESIDENT—Grace L. Coyle, Cleveland

B.A., Wellesley College; M.A. and Ph.D., Columbia University; Certificate, New York School of Social Work; Settlement experience, three years; Industrial Department, YWCA, local and national, ten years; Executive, Laboratory Division, National Board of the YWCA, three years; Faculty, School of Applied Social Sciences, Western Reserve University, 1934-; Chair-

man, Group Work Section, National Conference of Social Work, 1934-36; First Vice-President, National Conference of Social Work, 1937-38; Chairman, Committee on Ethics and Personnel Practices, Cleveland Chapter, AASW, 1937-38; Member, National Division on Personnel Standards, AASW, 1936-38; Author, "Social Process in Organized Groups," "Studies in Group Behavior."

SECOND VICE-PRESIDENT—Martha A. Chickering, Northern California (nominated for re-election)

B.S., Ph.D., University of California; Certificate in Social Service, University of California; Field Supervisor, Social Work Curriculum, University of California, 1929-35; Assistant Professor in Social Economics in Charge of Social Service Curriculum, University of California, 1935-; Lecturer, School of Social Service Administration, University of Chicago, 1936; Chairman, Board of Examiners for Registration and Certification of Social Workers, California, 1933-35; President, California Conference of Social Work, 1936-37.

THIRD VICE-PRESIDENT—Grace Abbott, Chicago (nominated for re-election)

M.A., University of Chicago; LL.D., Nebraska, Wisconsin, New Hampshire, Wilson and Mt. Holyoke; Director, Immigrants' Protective League, Chicago, 1908-17; Chief, U. S. Children's Bureau, 1921-34; Professor of Public Welfare Administration, School of Social Service, University of Chicago, and Editor, *Social Service Review*, 1934-; President, National Conference of Social Work, 1924.

SECRETARY—Leah Feder, St. Louis (nominated for re-election)

B.A., Mt. Holyoke College; Graduate work, New York School of Social Work, School of Social Service Administration, University of Chicago; Ph.D., Bryn Mawr; Case Supervisor, Intake Department, Children's Aid Society of Pennsylvania, 1919-21; District Secretary, Charity Organization Society, New York City, 1921-28; Senior Research Assistant, FERA Study on Relief, under the auspices of the Institute of Human Relations, Yale University, June-September, 1935; Assistant Professor of Social Work, Washington University, 1928-36; now Associate Professor of Social

Work; Chairman, Committee on Professional Education, Family Welfare Association of America; Chairman, Committee on Field Work, American Association of Schools of Social Work; Member, Board of Examiners for Registration and Certification, Missouri Association for Social Welfare; Membership Committee, St. Louis Chapter, AASW; Committee on Employment Practices, St. Louis Chapter, AASW.

TREASURER—Frederick I. Daniels, New York City (nominated for re-election)

B.A. and M.A., University of Michigan; Graduate, New York School of Social Work; Associate Professor, Social Sciences, Central State College, Michigan, 1926-27; Probation Officer, Boston Juvenile Court; Case Worker and later Director, Juvenile Protective Department, Children's Aid Society, Newark, N. J., 1927-29; Executive Secretary, Children's Bureau, Syracuse, N. Y., 1929-32; Commissioner Public Welfare, Syracuse, N. Y., 1932-33; Executive Director and Chairman, Temporary Emergency Relief Administration of New York State, 1933-37; First Deputy Commissioner, New York State Department of Social Welfare, 1937-38; Present position, General Secretary, Brooklyn Bureau of Charities; Member, National Executive Committee, AASW, 1935-38, and Treasurer, 1937-38.

**EXECUTIVE COMMITTEE MEMBERS
(Three to Be Elected)**

Lucille K. Corbett, Cleveland

B.A., Ohio State University; Graduate professional work, New York School of Social Work and School of Applied Social Sciences, Western Reserve University; Case Worker and Case Supervisor, Family Service Society, Columbus, Ohio, 1918-26; District Secretary and Assistant Case Supervisor, Associated Charities, Cleveland, 1926-33; Director, Family Service Division, Cuyahoga County Relief Administration, Cleveland, 1933-36; Case Supervisor, Catholic Big Sisters, Cleveland, 1936-.

Joseph P. Tufts, Pittsburgh

B.A., Baker University, 1923; M.A., Boston University, 1928; Graduate work, Harvard University; Faculty, Dartmouth College, 1928-29; Assistant and Executive Director, Housing Association, Pittsburgh, 1929-; Member, Directing Boards, Pittsburgh Federation of Social Agencies, General Health Council of Pittsburgh, and Pennsylvania Housing Town Planning Association; Former Board Member, Pittsburgh Community Fund; Member, National Association of Housing Officials and President's Conference on Home Building and Home Ownership; Lecturer, Department of Social Work, University of Pittsburgh; Faculty, Smith College School of Social Work; Chairman, Pittsburgh Chapter AASW, 1935-37; Chairman, Pennsylvania Division, AASW, 1938; Member, National Executive Committee, AASW, 1937-38.

Joseph L. Moss, Chicago

B.S., Northwestern University; Graduate, Chicago School of Civics and Philanthropy; Probation Officer, Juvenile Court of Cook County (Chicago), 1908-18; Chief Probation Officer, Juvenile Court of Cook County, 1918-26; Director, Cook County Bureau of Public Welfare, 1926-; Resident of Hull House, Chicago, 1908-09; Resident of Gads Hill Center, Chicago, 1910-12; Chairman, Chicago Chapter, AASW, 1928, 1929.

Robert W. Beasley, Denver

B.A., Washington State College; M.A., School of Social Service Administration, University of Chicago; Director, Bureau for Men, Chicago, 1931-33; Instructor, School of Social Service Administration, University of Chicago, 1933; Director of Relief, Wyoming ERA, 1934-35; Director, Denver Bureau of Public Welfare, 1935-36; Regional Representative, Bureau of Public Assistance, Social Security Board, 1936-; Member, Board of Directors, Denver Council of Social Agencies, 1935-36; Chairman, Committee on Interpretation, Denver Chapter, AASW, 1935-36; Member, National Committee on Conference Program, AASW, 1937-38.

Eva Smill, New Orleans

B.A., Western Reserve University, 1917; M.A., Margaret Morrison School of Social Work, Carnegie Institute of Technology, 1920; Child Placing Agent, Humane Society, Cleveland, Ohio, 1918-19; Child Labor Agent, Child Labor Tax Division, Department of Internal Revenue, Washington, D. C., 1921-22; Junior Social Economist, Children's Bureau, U. S. Department of Labor, Washington, D. C., 1922-23; Case Supervisor, United Charities, Wilkes Barre, Pa., 1924-25; Junior Social Economist, Children's Bureau, U. S. Department of Labor, Washington, D. C., 1925-26; Executive Secretary, Family Service Society, New Orleans, La., 1926-; Loaned to Louisiana Unemployment Relief Committee to organize the unemployment relief work of the State of Louisiana in 1932; Loaned to Emergency Relief Administration of Louisiana to organize social services for the state in preparation for Social Security benefits, 1936; Chairman, Southern Regional Committee, Family Welfare Association of America, 1935-.

Ruth FitzSimons, Washington (State)

B.A., Northwestern University; Visitor and District Supervisor, United Charities, Chicago, 1915-21; Instructor, Polish Child Welfare Unit, American Red Cross, 1921-22; District Supervisor, United Charities, Chicago, 1922-24; District Supervisor, Social Welfare League, Seattle, Washington, 1924-34; Assistant General Secretary and Assistant Director, Washington ERA, Washington State Department of Public Welfare, and Washington Department of Social Security, 1934-.

CHAIRMAN, NOMINATING COMMITTEE (One to Be Elected)

Mary Stanton, Los Angeles

Ph.B., University of Chicago; Graduate work, University of Chicago Law School and School of Social Service Administration; Case Worker, United Charities, Chicago; Case Supervisor, Family Welfare Association, Des Moines; Co-ordinating Secretary, Child Care, and Health Divisions of Council of Social Agencies of Los Angeles, 1929-35; Executive Secretary, Council of Social Agencies of Los Angeles, 1935-; Member, American Association of Medical Social Workers, 1930-34, serving on various national and district committees; Member, Board of Directors, California Conference of Social Work, 1936-; Member, Board of Examiners for Registration of Social Workers in California, 1932-; Member of various committees of Pacific Coast Community Chest and Council Executives, of Western Hospital Association, of League of Women Voters, and National Conference of Social Work; Secretary, Iowa State Chapter, AASW, 1925-26; Chairman, Los Angeles County Chapter, AASW, 1934-35; Vice-President and Member, National Executive Committee, AASW, 1935-36; Member, National Nominating Committee, AASW, 1937-38.

James E. Stuart, Cincinnati

B.A., Emory and Henry College, 1921; LL.B., George Washington University, 1924; LL.M., George Washington University, 1926; Graduate study in social economy, American University, 1926-27; Executive Agent, Board of Children's Guardians, Washington, D. C.; Chief, Division of Child Welfare, Board of Public Welfare, District of Columbia, 1923-27; Superintendent, Westchester County, N. Y., S. P. C. C., 1927-29; Executive Secretary, Ohio Humane Society, 1929-33; Director of Public Welfare, Hamilton County (Cincinnati), Civil Works Administrator and FERA Director, 1933-35; Assistant Executive Director, Cincinnati Community Chest, 1935-; Chairman, Cincinnati Chapter, AASW, 1933; Chairman, State Committee on Government and Social Action, AASW, 1935; Member, National Nominating Committee, AASW, 1937-38.

NOMINATING COMMITTEE MEMBERS (Four to Be Elected)

Ruth E. Lewis, St. Louis

B.A., Wellesley College; M.S.S., School of Social Work, Smith College; Case Worker, Massachusetts General Hospital, 1920-25; Associate Director, Social Service Department, Washington University Clinics and Allied Hospitals, St. Louis, 1925-36; Assistant Professor of Medical Social Work, George Warren Brown Department of Social Work, Washington University, 1936-; President, American Association of Medical

Social Workers, 1936-; Chairman, St. Louis Chapter, AASW, 1935-36; Member, National Membership AASW, 1937-38.

Elizabeth H. Webster, Chicago

B.A., Smith College; Certificate, Chicago School of Civics and Philanthropy; Case Worker and Director of Volunteers, United Charities of Chicago, 1913-16; Chief, Women's Department, Employment Division, Western Electric Company, Chicago, 1916-19; Associate Director, Council of Social Agencies of Chicago, 1919-; Member, Program Committee, National Conference of Social Work, 1935-38; Chairman, Great Lakes Institute, CCC, 1934; Member, Advisory Committee, Cook County Bureau of Public Welfare; Member, Budget Committee, Community Fund of Chicago; Member, Board of Directors, YWCA of Chicago; Member, Advisory Board, Douglas Smith Fund; Member, Board of Directors, Druce Lake Camp; Secretary; Treasurer and Member of the Membership and Executive Committees, Chicago Chapter, AASW; Delegate to the AASW Delegate Conference, 1935.

Clara A. Kaiser, New York City

B.A., University of Rochester; Ph.D., Ohio State University; Diploma, New York School of Social Work; YWCA, 1921-27; Assistant Professor of Group Work, School of Applied Social Sciences, Western Reserve University, 1927-34; Faculty, New York School of Social Work, 1935-; Chairman, Program Committee, Cleveland Chapter, AASW, 1930; Chairman, Legislative Committee, Cleveland Chapter, AASW, 1933; Member, Group Relations Committee, New York City Chapter, AASW, 1935-37; Member, National Membership Committee, AASW, 1925-28; Member, National Division on Personnel Standards, AASW, 1933-35.

LeRoy Clements, Lansing

B.S., University of Chicago, 1924; Graduate work, School of Social Service Administration, University of Chicago, and University of Cincinnati; Case Worker, Juvenile Protective Association, Chicago, 1928-29; Probation Officer, Cook County Juvenile Court, 1929; District Supervisor, Ohio Humane Society, Cincinnati, Ohio, 1930-33; Director, Transient Bureau, County Relief Administration, Cincinnati, 1933-35; Director of Social Service, FERA, Toledo, Ohio, 1935-36; Regional Director, Urban Study Consumer Purchases, U. S. Department of Labor, Bureau of Labor Statistics, Chicago, 1936-37; Field Supervisor, Michigan Emergency Welfare Relief Commission, 1937; Field Representative, Michigan Emergency Welfare Relief Commission, 1937-; Vice-chairman, Cincinnati Chapter, AASW, 1934-35.

Rachael Childrey Gross, Connecticut

B.A., Cornell University; Vocational Certificate, Pennsylvania School of Social Work; Case Worker, Family Society, Philadelphia, 1929-33; District Superintendent, Family Society, Philadelphia, 1933-36; Dis-

trict Supervisor (part time), Charity Organization Society, Hartford, Connecticut, 1937; Treasurer, Member of Executive Committee, Chapter Chairman, Chairman of Committee on Employment Practices, Philadelphia Chapter, AASW; Chairman, Committee on Orientation of Undergraduates, Connecticut Chapter, AASW; Chairman, National Division on Employment Practices, AASW, 1934-37; Member, Subcommittee on Section Six of National Membership Committee, AASW, 1938.

Aleta Brownlee, Northern California

B.A., University of Kansas; M.A., School of Social Service Administration, University of Chicago; American Red Cross, two years; Executive Secretary, Social Workers Association of Oregon, two years; Executive Secretary, County Welfare Department, Santa Barbara, California, 1930-33; Assistant State Administrator, California ERA, 1933-35; Faculty, School of Social Service Administration, University of Chicago, 1935-36; Field Representative, Child Welfare Division, U. S. Children's Bureau, 1937-; Member, Board of Examiners for Registration and Certification of Social Workers, California, 1933-34; Delegate to AASW Delegate Conference, 1935.

Cora M. Rowzee, Georgia

Undergraduate work, University of Virginia, Goucher College, and George Washington University; diploma, New York School of Social Work; American Red Cross, two years; General Secretary, Family Welfare Bureau, Columbus, Georgia, 1924-28; General Secretary, Family Welfare Society, Charleston, West Virginia, 1930-32 and 1934-35; Director of Field Service, West Virginia Relief Administration, 1932-34; Case Worker, Family Service Association, Washington, D. C., 1935-36; Regional Field Secretary, Family Welfare Association of America, 1936-; Member, Committee on Social Work and Government, Washington, D. C. Chapter, AASW.

Margaret Johnson, Cleveland

B.A., Western Reserve University; M.S., School of Applied Social Sciences, Western Reserve University; Graduate work, Harvard University and School of Social Service Administration, University of Chicago; Employment Director, H. Black Co., Cleveland; Secretary, Ohio Consumers' League; Executive Secretary, Cleveland League of Women Voters; Assistant Executive Secretary, National League of Women Voters; Associate Professor of Social Administration and Assistant Dean, School of Applied Social Sciences, Western Reserve University, 1927-; Member, Board of Trustees, Cleveland Welfare Federation; Member, Advisory Committee, Board of Public Assistance, Ohio State Department of Welfare; Member, Board of Public Assistance, Cuyahoga County; Chairman, Cleveland Chapter, AASW, 1938; Chairman, Committee on Professional Education, Ohio Council, AASW, 1938; Member, National Division on Government and Social Work, AASW, 1937, 1938.

"The Papers Say"

WPA officials found the AASW Survey of Relief Conditions a useful document, according to an article in the *Lawrence (Mass.) Star* from which the following excerpt was clipped.

WASHINGTON, D. C., April 2—It won't be long until Congress is confronted with the responsibility of making provisions for the care of jobless workers during the fiscal year beginning July 1 next, and lines are forming for a battle over President Roosevelt's tentative proposal of a billion-dollar appropriation.

That is \$750,000,000 less than was appropriated for the present fiscal year, and relief officials and welfare workers are of one mind in protesting its inadequacy.

Obviously, officials of the Works Progress Administration are not talking for publication, and are expected to hold their fire until the President has formulated a program and laid it before Congress.

But, in off-the-record talks, these officials have no hesitation in saying that under existing appropriations they have been unable to provide relief for all who need it, and that many of those who were assisted were on a near-starvation basis.

Newspaper men who demanded details were referred to a report of a survey just completed by the American Association of Social Workers, which revealed an appalling situation.

Among other things, the survey disclosed that malnutrition is general among relief families throughout the country, that little or no care has been provided for transients, and that thousands of children are unable to attend school because of lack of clothing, etc., etc., . . .

Monthly food allowances were found to be as low as \$11.90 for a family of four, although the Department of Agriculture fixed the amount for a restricted emergency diet to \$26.55.

Even though grants are "dangerously" low, they are being further reduced through rigid eligibility rules, it was reported.

Another extremely disquieting disclosure was that "chiseling" employers are taking advantage of the destitution of workers to raid pay envelopes.

In some sections, it was said, even full-time workers are getting so little that they are compelled to seek supplementary aid as the alternative of seeing their families suffer.

Investigators reported that in an alarmingly large number of cities, state and local funds for direct relief, are exhausted, and that thousands of families are being kept alive through the distribution of Federal surplus commodities, which were intended as supplementary relief.

Ethical Relationships

A Series of Recommendations Submitted by
the Utah Chapter Committee on Ethics

ETHICS in social work embody the primary and fundamental principles of professional standards of competence in the field of social work, proper relationship of worker to the clients and his responsibility toward his fellow worker and his community.

I. Between Agency and Client

1. The deepest consideration of the social worker is the welfare of the client. The social worker should be flexible in his attitudes, capable of identifying with the client, recognizing individual difference of capacity and achievement.

2. As far as possible clients should be given an understanding of the policies and procedures used by agencies in assisting them. Clients should be informed of the nature and purpose of records.

3. No information should be secured from or regarding clients on false pretenses.

4. All information secured from or regarding clients should be kept as privileged communication and used only in the interest of the client and the community. Confidential information should be given out only with permission of the source.

5. Record material may be given only to an authorized representative of another agency who maintains the same standard as the referring agency. Information which is of a confidential nature may be withheld at the discretion of the executive.

6. Emphasis should be placed on instructions to students, volunteers, and the clerical staff, regarding the confidential nature of record material.

7. No publicity material should contain information regarding clients unless it is used with the consent of the client.

II. Between Case Worker and Agency

1. Loyalty and sincere cooperation should characterize the relations between staff members, supervisors and executives.

2. Members of a staff should be allowed to participate in the formation of the policies of the agency.

3. As a professional person, the social worker is committed to a high standard of competence in his own field, subjecting his work continuously to a careful analysis.

III. Between Agencies

1. In the relationships between agencies,

reports to persons or organizations should never be falsified or colored in any way to accomplish purposes to cover mistakes.

2. Agencies should not criticize each other except with constructive purposes and to responsible parties. This should never happen in the presence of clients.

3. One agency should not investigate or work on cases which are active in another agency without its consent.

4. In cases of continued dissatisfaction on the part of a client, the agency should be willing to release the case to another agency following consultation and agreements. Consultation on all cases in which more than one agency is interested is advisable, and should result in a clear definition of the responsibility of each agency.

5. Agreements of agencies with each other regarding division of work should be followed carefully. These agreements should be in written form.

6. Agencies should feel a spirit of professional loyalty and maintain a sympathetic understanding for each other.

IV. Between Agencies and Community

1. No agency should voluntarily assume a field of work when they are unable to supply the properly qualified personnel to meet the requirements of that particular line of work. An agency which is required to assume work in a community should secure the best qualified personnel available for carrying on the work.

2. In the relationship of the agency to the community, it is the responsibility of the agency to present as adequately as possible to the community periodic reports of not only the work it has done, but what it is trying to do, and why, and what it is costing.

3. Agencies should be willing to sacrifice their own ambitions in the interests of demonstrably sound programs even to the point of withdrawing from the type of work they are doing, and of changing their program to meet an unmet need.

4. It is the responsibility of agencies to do all that they can to enlighten the public on the aims of social work.

5. It is the responsibility of an agency to keep itself informed of needed social change and to be prepared to support or initiate constructive social measures and to defeat harmful ones.

Notice of New Regulations Governing Reinstatement

REINSTATEMENT to membership in the American Association of Social Workers will be subject to the following regulations effective October 1, 1938, by action of the Executive Committee.

1. Reinstatement will be open after October 1, 1938 *only to those former members who meet the present regular membership requirements.*
2. A reinstatement fee will be required of those who have been dropped for non-payment of dues. This fee will not be required of those who resigned with their memberships paid up.
3. Any member who is temporarily unable to pay dues may apply for transfer as a Special Member instead of resigning or dropping his membership, if difficulty in meeting payments is due to one of the three following reasons which the Executive Committee accepts as the only reasons valid for this transfer:
 - (1) Prolonged illness of the member for six months or longer.
 - (2) Unemployment of the member for not less than six months nor more than one year.
 - (3) Full time professional study in a school of social work for not less than one academic year if the member is unable to meet his dues during this period.

If a member applies for transfer as a Special Member for one of these three reasons and action is taken to suspend national dues, notice of this action will be sent to the chapter so that the chapter

may determine whether it wishes to take similar action suspending chapter dues.

A Special Member will have all the privileges and the status of an active member of the national Association.

The chapter is free to decide whether or not to suspend chapter dues, and also to decide whether or not to offer regular chapter membership privileges to a Special Member.

Action suspending dues will be limited to one year for reasons of unemployment or professional study in a school of social work. In the case of illness, dues may be suspended for more than one year, depending on the duration of the illness.

The cooperation of members of the Association is asked in bringing this notice to the attention of former members who may wish to apply for reinstatement prior to October 1, 1938 when the new regulations go into effect. As it is not possible to notify former members individually, it is necessary to depend on reaching them through COMPASS announcements and the assistance of active members so that those who will be affected by the new regulations will have advance notice in regard to them.

Reinstatements prior to October 1, 1938

Former members who wish to apply for reinstatement before the new regulations go into effect on October 1, 1938, may do so under the current procedure which requires that an application form be filled out, bringing the former member's record up to date, for committee review and action.

Members Whose Current Dues are in Arrears

Members whose current dues are now in arrears or become so prior to October 1, 1938, will be notified of the new regulations before they resign or are dropped from membership. If payments are not made because of one of the three reasons accepted as valid, they may apply for transfer to the Special Member List instead of resigning or dropping out of membership. Similar notification will be given subsequent to October 1, 1938 to all members whose payments become overdue.

**An Outline of the Position
of
THE AMERICAN ASSOCIATION OF SOCIAL WORKERS
In Respect to
GOVERNMENTAL EMPLOYMENT, SOCIAL INSURANCE
and
ASSISTANCE PROGRAMS**

(As drawn up by the Division on Government and Social Work, March 27, 1938)

SOIAL workers recognize that public relief is not a solution for the problem of insecurity and destitution nor a desirable substitute for self-support through real jobs and wages. The idea that large numbers of people must forever look to public aid as a means of existence is intolerable.

However, until jobs and wages and means of subsistence can be found, decent assistance should be made available to those in need because of unemployment or other reasons. Such aid should be adequate and administered economically, efficiently and humanely by competent trained personnel.

Direct, positive action on the part of federal, state and local governments, working in cooperation on a coordinated national program, is a pressing necessity at this time, to prevent suffering among the hundreds of thousands of families now in need.

Such action is necessary despite the gains made in providing insurance and assistance for special groups under the Social Security Act and employment offered through federal work programs. At the present moment, large numbers of persons in need are neither covered by insurance nor eligible for assistance or work placement because of the restricted nature of these programs.

The Association, therefore, recommends the following as necessary and desirable steps in the direction of a carefully

integrated national program of work, assistance and social insurance:—

Federal Employment Authority

The creation of a single independent Federal Employment Authority with broad powers and a flexible program adapted to employment needs as distinguished from economic need of the individual to include all types of work—regular and emergency—now pursued by the federal government, plus an expanded program designed to conserve the nation's natural and human resources. Eligibility for employment on such programs should be based on ability and willingness to work and lack of availability of private employment with no discrimination because of residence or citizenship. Wages should be based on prevailing wage rates or any other alternative satisfactory to organized labor.

Training and Retraining Programs

The establishment of training and retraining programs through schools and employers' groups for persons who have been occupationally displaced and young persons seeking a vocation. Such training should be available without regard to need. A study by proper federal authorities for the purpose of developing and keeping current inventory of occupational shortages to guide this as well as balance the work program.

Employment Services

The strengthening and development of the public employment services. Not only will employment services be required to function more smoothly in relation to eligibility for unemployment insurance, but the service should operate effectively for the clearing of opportunities for employment in private industry for all persons, including those who are on government work and relief programs. The public employment service is an indispensable and vital link in relation to work opportunities and capacities of those in need.

Grants-in-Aid for General Assistance

The inauguration of a system of federal grants-in-aid to the states for general assistance to be administered along with aid to dependent children, aid to the blind and aid to the aged—to include the great numbers of persons who are ineligible for placement on work programs or other forms of assistance. This group includes those older persons not eligible for old-age assistance, those permanently disabled, the sick, those who have exhausted unemployment compensation benefits or need supplementation of low earnings, etc. This is an immediate necessity in addition to other programs, the success of which will in a large measure depend upon the availability and adequacy of this form of aid. Federal reimbursement to states for this and other forms of assistance should be on a fifty per cent quarterly advance basis. State plans for this and all other forms of assistance should be made jointly by federal and state authorities.

Unemployment Compensation

The simplification of unemployment compensation legislation and the reexamination of the basis upon which benefit rates and duration of benefits are determined. We believe an insurance system

should provide benefits of such an amount and for such a period as to give the insured reasonable security and reduce the need for concurrent relief.

Administrative Structure

The grouping of related services in the federal administrative structure. We endorse the principle of a federal department of welfare but believe it would be wiser to defer the setting up of such a department until these groupings can be made effective and the functions of such a department carefully allocated. The present method by which federal reimbursement to the states for administrative costs of security programs on a percentage basis should be altered and instead these costs should be shared equally by the federal and state agencies on the basis of plans developed jointly.

Personnel

The selection of personnel through a merit system by federal, state and local governments is indispensable to efficient, economical and humane administration of welfare services. No program can be better than the people who administer it. All federal agencies should require as a condition of federal grants the establishment and maintenance of effective merit systems for personnel selection in the states.

Extension of Social Insurance

The extension of insurance provisions under the Social Security Act to include groups now excluded from participation in these programs.

Non-Partisan Commission

A thorough study and evaluation of the relief and assistance problems by a non-partisan commission appointed by the President, equipped with means for a broad study of current programs and needs; the relation of relief to unemployment and other causes of need; the problems of cost, finance and administration, and of methods of cooperation between the federal and state governments.

Eligibility

Work and assistance should not be denied to persons who have declared their intention of becoming citizens. Grants-in-aid to the states for general assistance should be interpreted to include assistance to non-settled persons. We call attention to the use of transportation agreements now operating among private social agencies and interstate agreements in some places in use among public agencies.

Health Program

The following recommendation is made by the Association Division on Government and Social Work for consideration by the national executive committee.

The division recommends a broadening of the national health program. Public facilities and services should be expanded to provide more adequate preventive and medical care to that large proportion of our population for which proper provision is not now made. We also believe that the insurance principle should be utilized in compensating wage earners

for wage losses due to sickness and that public assistance programs should be extended to provide financial aid to persons for whom insurance provisions are inadequate. While there should be close coordination of medical care programs and those to provide cash benefits to sick persons, each should be separately administered under appropriate professional auspices. We urge that the President's Inter-Departmental Committee on Health and Welfare continue its studies to determine the best method of providing needed health services.

The above outline in a four-page folder format is being sent by the national office to members of the House and Senate. Extra copies are available to chapters or individuals who may want to bring this statement to the attention of local officials, interested individuals or members of state legislatures. Simply address a postcard to the national office indicating the number of copies desired.



The Future?

"... As social workers we know from daily experience how bitter a fight the previously self-supporting worker usually wages against the surrender of his financial independence. Essential living standards are abandoned one by one; savings are incredibly stretched to meet decreasing expenditures; everything saleable is pawned; illness goes unattended; petty loans are sought from relatives who are often themselves on the verge of pennilessness; meals are foregone; stray jobs are used to bolster desperate hope; and sometimes the first attempts to apply for relief end in hasty withdrawal. We know how common is this obstinate resistance to dependence in those whose life on a dangerous economic margin has made independence a paramount issue in the struggle against treacherous circumstance.

—Relief and the Struggle for Independence
By Grace Marcus.

The mechanical cotton picker may, within 5 or 10 years, displace upward of a half million cotton pickers of the South. The resulting increased pressure on the industrial labor market of the South may be further accentuated by the fact that the large scale use of recently developed and improved mechanical cotton pickers may also tend to reduce the number of tenants and share croppers, stimulate the use of tractors and improved machinery in other phases of cotton culture, result in a geographical shift of cotton producing acreage to areas best suited for mechanized tillage and harvest, and increase the size of cotton farms. The foregoing conclusions are embodied in a report prepared by the National Research Project of the Works Progress Administration recently made public.

Invalidity and Health Insurance

Recommendations of a Special Committee
Adopted by Division on Government and
Social Work at the Washington Meeting

The following recommendations based on a report of a special committee of the Division on Government and Social Work and presented by Antoinette Canon at the March 26-27 meeting of the division were adopted and recommended to the Executive Committee for final consideration. Action by the Executive Committee is anticipated at the May 21 meeting of that group. If accepted and adopted, the recommendations will then become the official position of the Association in respect to invalidity and health insurance. The recommendations are printed here as background for discussions of the subject in chapters.

IN the National Health Survey and the Report of the Technical Committee on Medical Care* we now have quantitative and qualitative analyses of the health needs of the nation which make it imperative to make and start in operation a plan to meet these needs. The Technical Committee ends its report by saying, "The Committee finds there is need and occasion now for the development of a national health program." It seems obvious that the work of the Technical Committee ought to be followed by the careful working out of such a program by some group which will consider the technique of organization and administration, in recommending legislation and appropriation of money. We, the Division on Government and Social Work of the A.A.S.W. recommend that steps be taken by the Interdepartmental Committee to Coordinate Health and Welfare Activities to have a national health program planned which will include:

- (a) The expansion of facilities for prevention and care of sickness under public medical auspices, the hospital being made a central feature, and clinic and home service included in the system;
- (b) The expansion of rehabilitation and vocational facilities for the disabled under public auspices;
- (c) Insurance features to distribute the costs of medical care and to administer cash benefits to compensate for wage loss for that group of the population which has income enough to support insurance;
- (d) The expansion of general public assistance as an additional category of social security to meet the need of the sick and invalidated for subsistence, as well as other unmet needs;
- (e) The coordination of the whole scheme for medical care and subsistence under public health and public welfare, federal, state and local.

* Interdepartmental Committee to Coordinate Health and Welfare Activities.

The expansion of facilities under public auspices has been advocated by sociological and medical experts. We already have a beginning of the desired system and an accepted tradition of community responsibility for health. The inclusion of the U.S.P.H.S. in the Social Security Act as dispenser of funds has already resulted in the stimulation of state and local health work throughout the country. The amount designated for this purpose, is, however, exceedingly small in proportion to the need. More money should be given the U.S.P.H.S. to expand its program.

We wish to affirm our approval of a co-ordinated system of home, hospital, and ambulatory care, the center of the organization being the hospital.

Subsistence should be provided for the sick under social and economic auspices, as benefits for the insured, and as assistance for those outside insurance. There should be close cooperation between social and medical agencies.

A unified or at least coordinated administrative scheme on the federal, state and local levels of government should be planned, getting away as rapidly as we can from the present confusion of various functions administered by unrelated or but slightly related departments and bureaus.

The questions upon which there should be further study before a definite recommendation is made, are:

1. Should cash benefits be administered as part of a health insurance scheme or as part of unemployment insurance?
2. How should the disadvantage of combining cash benefits and medical care be avoided in administration?
3. What is the best way to handle certification for cash benefits?
4. What is the best way to handle certification for medical care?
5. Toward what form of governmental organization should we try to direct development, especially on the federal level?

BOOKS

REPORTS
PAMPHLETS
ARTICLES

MAN'S COURAGE. By Joseph Vogel. Alfred A. Knopf, New York City. \$2.50.

The blurb on Joseph Vogel's new novel "Man's Courage" refers to "that drifting, baffled little family . . . the various women at the relief bureau. . . . They come to life." They come to life because Mr. Vogel writes with simplicity about people he seems to know intimately.

Man's Courage is, like Martha Gellhorn's *The Trouble I've Seen*, an excellent piece of social work interpretation. Although Vogel's book is about only one family, more specifically about experiences with relief, less sharply dramatic, and more typical as to problems and people, the two books are much alike. The author interprets not so much social work practice as social work clients, and the book is important in its understanding of what happens to them. If more of the people who are saying that relief makes men bums and that relief clients are all "chiselers," would read more books like this one, the job of social work interpretation would be simpler. Undoubtedly part of the reason these people think that any reasonable person can administer relief is that they don't think relief clients deserve having it done well. This book tells Mr. John Q. Public clearly, interestingly, albeit indirectly, that Adam Wolak, Polish and stolid, is not so very different from himself. That makes it an important book.

But what about "the various women at the relief bureau?" How are they portrayed? We run the usual gamut of them with the Wolaks—the receptionist who can't do anything until the application is returned, the intake interviewer who promises to send an investigator in a few days, the regular investigator, and the new investigator who starts over from the beginning because she hasn't had time to read the record. They are not overdrawn, not the "proverbial social workers" we are used to meeting in books. They vary as much in attitudes, skills and understanding as would any cross-section of staff from any relief bureau in any small American city.

In short, *Man's Courage* gives as accurate a picture of relief bureau workers as of relief

bureau clients, and this increases the book's significance for social work. For even if we do not much like some of the social workers, it is gratifying to find them real and not wholly fantastic. In addition, a few readers may get beyond the moral that all relief recipients aren't "chiselers" to a fleeting thought that they may deserve a steadier kind of public welfare personnel than the Wolaks got.

MARTHA PERRY

New Books Received

AMERICA ON RELIEF. By Marie Dresden Lane (AASW) and Francis Steegmuller. Harcourt, Brace and Company, 383 Madison Ave., New York City. \$2.00. 172 pp.

A social worker casts up the accounts and recommends some necessary next steps. An easy reading historical summary of federal activities up till now.

THE FAMILY AND THE DEPRESSION. By Ruth Shonle Cavan and Katherine Howland Ranck. University of Chicago Press. \$2.50. 204 pp.

A study of one hundred Chicago families and how they met the depression.

PROBLEMS IN SOCIAL GROUP WORK (Recreational Leadership and Informal Education). Walter L. Stone, editor. Informal Education Service, 2622 W. Ashwood Ave., Nashville, Tenn. 84 pp.

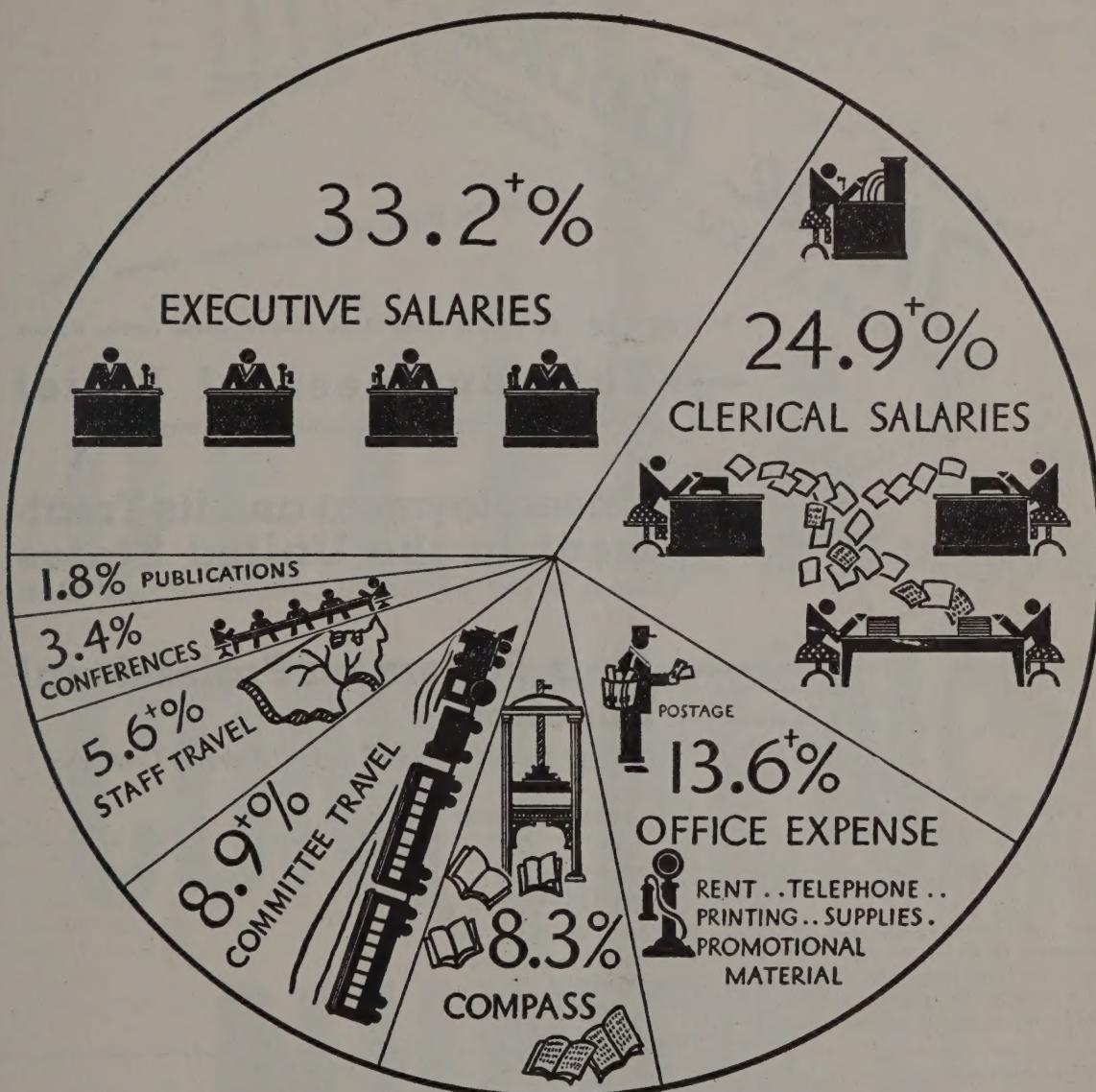
PAMPHLETS

CAN AMERICA BUILD HOUSES? Public Affairs Pamphlets, No. 19. Public Affairs Committee, 8 West 40th St., New York City. A brief but interesting summary of facts and opinion. 10¢.

MARIHUANA, The New Dangerous Drug. Frederick T. Merrill. Foreign Policy Association, 1200 National Press Building, Washington, D. C. A recent study of the alarming abuse of this drug in the United States. 48 pp. 15¢.

How the National Dues-Dollar Is Spent!

No. 1 Distribution of Expenditures by Budget Items



The Executive Committee each year fixes the national budget, anticipating in advance the total income of the Association and fixing a figure for all expenditures within that total, apportioning to each budget item a definite sum.

In 1937, the Association spent a total of \$66,918.25, divided as follows between the various items in the budget.

Executive Salaries	\$22,250.00	Staff Travel	\$ 3,805.29
Clerical Salaries	16,717.33	Conferences	2,259.41
Office Expenses	9,146.65	Publications	1,251.93
COMPASS (printing)	5,532.70		
Committee Travel	5,954.94	Total	\$66,918.25

Next Month—The Distribution of Expenditures by Type of Service and Activity

Useful as General Introduction to the Field—*The Book List* Permanent Value for Student of Social Work—Technical Literature

Masterly Summary—*Penna. Social Work*

Fine Discussion of Social Values—*Public Welfare Journal*

Excellent

Collection

of Papers—*Public Welfare Journal*

Three Books

THAT MAKE A SOCIAL WORK BOOKSHELF!

Rounded Picture of Relief Situation—*Survey*

One of Greatest Book Bargains in Social Work History—*Social Service Review*

→ This Business of Relief

Proceedings of the 1936 Delegate Conference

→ Unemployment and its Treatment in the United States

Report to 1937 International Conference of Social Work

→ Four Papers on Professional Function

Prepared for and Delivered at 1937 Delegate Conference

TEAR OFF HERE AND MAIL

From

AMERICAN ASSOCIATION of
SOCIAL WORKERS
130 East 22nd Street
New York, N. Y.

NAME.....

(Print plainly in ink)

STREET AND NO.....

CITY OR TOWN.....

STATE.....

Please accept my order for:

copies of *This Business of Relief*
@ \$1.00 per copy.

copies of *Unemployment and Its Treatment* @ \$1.00 per copy.

copies of *Four Papers on Professional Function* @ 50c per copy.

Attached is my check or money order
for \$.....

Mail to address indicated.

NAME.....

STREET AND NO.....

CITY OR TOWN.....

STATE.....

(Please print plainly)

N.B. Only those orders accompanied by checks or
money order can be accepted.

FILL OUT BOTH COUPONS

